



# Punjab Government Gazette

## ORDINARY

*Published by Authority*

CHANDIGARH, FRIDAY, JULY 4, 2025  
(ASADHA 13, 1947 SAKA)

### LEGISLATIVE SUPPLEMENT

	Contents	<i>Pages</i>
<b>Part I</b>	<b>Acts</b>	
	<i>Nil</i>	
<b>Part II</b>	<b>Ordinances</b>	
	<i>Nil</i>	
<b>Part III</b>	<b>Delegated Legislation</b>	
1.	Notification No.G.S.R.107/Const./ Art.309/ Amd.(1)/2025 dated 24.06.2025 containing amendment in the Punjab Printing and Stationery Department (Group-A) Service Rules, 2016.	...617-618
2.	Notification No.G.S.R.108/Const./Art.309/ Amd.(4)/2025 dated 24.06.2025 containing amendment in the Punjab Printing and Stationery Department (Class-III) Ministerial Service Rules, 1964.	...619-620
3.	Notification No. G.S.R.109/Const./ Art.309/Amd.(3)/2025 dated 24.06.2025 containing amendment in the Punjab Printing and Stationery Department (Class-III) Industrial Service Rules, 1964.	...621-624

4. Notification No.G.S.R.110/Const./Art.309/ Amd.(1)/2025 dated 26.06.2025 containing amendment in the Punjab Social Security and Development of Women and Children (Group-C) Ministerial Service Rules, 2001. ....625-626
5. Notification No. G.S.R. 111/Const./Art.309/ Amd.(1)/2025 dated 26.06.2025 containing amendment in the Punjab Social Security and Development of Women and Children (Group-C) Technical Service Rules, 2001. ....627-629
6. Notification No. G.S.R.112 /Const./Art.309/ Amd.(1)/2025 dated 26.06.2025 containing amendment in the Punjab Social Security and Development of Women and Children (Group-C) Non-Ministerial Service Rules, 2001. ....631-633
7. Notification No.G.S.R.113 /P.A.12/2024/ Ss.71 and 15/2025 dated 26.06.2025 containing the Punjab Fire and Emergency (Group-D) Service Rules, 2025. ....635-644

Nil

\* \* \* \*

**PART-III**

**GOVERNMENT OF PUNJAB**  
**DEPARTMENT OF PRINTING AND STATIONERY**  
**(PRINTING AND STATIONERY BRANCH)**

**NOTIFICATION**

The 24th June, 2025

**No.G.S.R.107/Const./Art.309/Amd.(1)/2025.**- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules, further to amend the Punjab Printing and Stationery Department (Group-A) Service Rules, 2016, namely:-

**RULES**

1. (1) These rules may be called the Punjab Printing and Stationery Department (Group-A) Service (First Amendment) Rules, 2025.  
(2) They shall be deemed to have come into force on the 17th day of July, 2020.
2. In the Punjab Printing and Stationery Department (Group-A) Service Rules, 2016, for Appendix 'A', the following Appendix shall be substituted, namely:-

**"Appendix 'A'**

[See rules 1(3), 3 and 6]

<b>Serial No.</b>	<b>Designation of the post</b>	<b>Number of posts</b>	<b>Pay Level/ scales for the members of the Service recruited in Government Service prior to 17.07.2020 (in rupees)</b>	<b>Pay Level/ scales for the members of the Services recruited in Government Service on or after 17.07.2020 (in rupees)</b>
1	2	3	4	5
1.	Controller (Indian Administrative Service/ Punjab Civil Services Cadre)	01	IAS/PCS Cadre-Pay to be fixed as per the norms of the Government of Punjab.	

(ASAR 13, 1947 SAKA)

2.	Administrator-Cum-Additional Controller, Government Press, Patiala (Punjab Civil Services Cadre)	01	PCS Cadre- Pay to be fixed as per the norms of the Government of Punjab.
3.	Deputy Controller (Finance and Accounts)	01	By deputation from the Department of Finance, Government of Punjab
4.	Deputy Controller (Technical)	02	53600-170100 47600-151100 Level-17 Level-8
5.	Superintendent Grade-I	02	48700-154300 Level-16 -
6.	Assistant Controller (Technical)	02	48700-154300 47600-151100 Level-16 Level-8
7.	Labour Welfare Officer	01	48700-154300 35400-112400 Level-16 Level-6
8.	Section Officer Audit	02	By deputation from the Department of Finance, Government of Punjab.

Note: The pay level/scale on the pattern of the 7th Central Pay Commission shall be applicable to the member of the Service recruited on or after 17.07.2020. Further, such member shall be entitled only for pay level/scale on the pattern of the 7th Central Pay Commission at the time of promotion also. Pay level/ Scale of 6th Punjab Pay Commission shall be applicable to such member at the time of promotion.”

**AMIT DHAKA,**  
Secretary to Government of Punjab,  
Department of Printing and Stationery.

**PART-III**

**GOVERNMENT OF PUNJAB**  
**DEPARTMENT OF PRINTING AND STATIONERY**  
**NOTIFICATION**

The 24th June, 2025

**No.G.S.R.108/Const./Art.309/Amd.(4)/2025.-** In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules,further to amend the Punjab Printing and Stationery Department (Class-III) Ministerial Service Rules, 1964, namely:-

**RULES**

1. (1) These rules may be called the Punjab Printing and Stationery Department (Class-III) Ministerial Service (First Amendment) Rules,2025.  
(2) They shall be deemed to have come into force on the 17th day of July, 2020.
2. In the Punjab Printing and Stationery Department (Class-III) Ministerial Service Rules, 1964,for Appendix ‘A’, the following Appendix shall be substituted, namely:-

**“Appendix ‘A’**

[See rules 1(3), 3 and 13]

Serial No.	Designation of the post	Number of posts	Pay Level/ scales for the members of the Service recruited in Government Service prior to 17.07.2020 (in rupees)	Pay Level/ scales for the members of the Services recruited in Government Service on or after 17.07.2020 (in rupees)
1	2	3	4	5
1.	Junior Scale Stenographer	01	28900-91600 (Level-7)	-----
2.	Steno Typist	04	21300-67800 (Level-5)	21700-69100 (Level-3)

PUNJAB GOVT. GAZ., JULY 4, 2025  
(ASAR 13, 1947 SAKA)

620

3.	Clerk Legal	03	20200-64000 (Level-3)	19900-63200 (Level-2)
4.	Clerk	42	20200-64000 (Level-3)	19900-63200 (Level-2)
5.	Driver	04	21300-67800 (Level-5)	21700-69100 (Level-3)

Note :-The pay level/scale on the pattern of the 7th Central Pay Commission shall be applicable to the member of the Service recruited on or after 17.7.2020. Further, such member shall be entitled only for pay level/scale on the pattern of the 7th Central Pay Commission at the time of promotion also. Pay Level/scale of 6th Punjab Pay Commission shall not applicable to such member at the time of promotion.”

**AMIT DHAKA,**  
Secretary to Government of Punjab,  
Department of Printing and Stationery.

**PART-III**

**GOVERNMENT OF PUNJAB**

**DEPARTMENT OF PRINTING AND STATIONERY**

**NOTIFICATION**

The 24th June, 2025

**No.G.S.R. 109/Const./Art.309/Amd.(3)/2025.**-In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules, further to amend the Punjab Printing and Stationery Department (Class-III) Industrial Service Rules, 1964, namely:-

**RULES**

1. (1) These rules may be called the Punjab Printing and Stationery Department (Class-III) Industrial service (First Amendment) Rules, 2025.  
(2) They shall be deemed to have come into force on the 17th day of July, 2020.
2. In the Punjab Printing and Stationery Department (Class-III) Industrial Service Rules, 1964, for Appendix 'A', the following Appendix shall be substituted, namely:-

**"Appendix 'A'**

[See rules 1(3), 3 and 13]

Serial No.	Designation of the post	Number of posts	Pay Level/ scales for the members of the Service recruited in Government Service prior to 17.07.2020 (in rupees)	Pay Level/ scales for the members of the Services recruited in Government Service on or after 17.07.2020 (in rupees)
1	2	3	4	5
1.	<b>General Foreman</b> (Senior Technician Grade-I)	04	Level-10 38100-120400	-----

(ASAR 13, 1947 SAKA)

2.	<b>Head Proof Reader</b>	02	Level-9	-----
	(Senior Technician		35600-112800	
	Grade-II)			
3.	<b>P.O Reader</b>	02	Level-8	-----
	(Technician		29700-94100	
	Grade-II)			
4.	<b>Reviser</b>	03	Level-6	
	(Technician		25600-81200	
	Grade-II)			
5.	<b>Copy Holder</b>	05	Level-3	Level-2
	(Junior Technician)		20200-64000	19900-63200
6.	<b>Section Holder</b>	01	Level-9	-----
	<b>Computing</b>		35600-112800	
	(Technician Grade-I)			
7.	<b>Computer/</b>	06	Level-6	Level-4
	<b>Estimator</b>		25600-81200	25500-81100
	(Technician Grade-II)			
8.	<b>Instructor</b>	02	Level-9	Level-5
	(Technician Grade-I)		35600-112800	29200-92300
9.	<b>Head Electrician</b>	01	Level-6	-----
	(Technician Grade-II)		25600-81200	
10.	<b>Electrician</b>	04	Level-3	Level-2
	(Junior Technician)		20200-64000	19900-63200
11.	<b>Head Mechanic</b>	01	Level-6	-----
	(Technician Grade-II)		25600-81200	
12.	<b>Press Mechanic</b>	04	Level-3	Level-2
	(Junior Technician)		20200-64000	19900-63200
13.	<b>Data Entry Operator</b>	04	Level-6	Level-4
	<b>Technical</b>		25600-81200	25500-81100
	(Technician Grade-II)			
14.	<b>Plate Grainer</b>	01	Level-3	Level-2
	(Junior Technician)		20200-64000	19900-63200

(ASAR 13, 1947 SAKA)

15.	<b>Plate Maker- cum - Image Developer</b>	02	Level-6 25600-81200	Level-4 25500-81100
			(Technician Grade-II)	
16.	<b>Assistant Plate Maker/ Assistant Image Developer</b>	02	Level-3 20200-64000	Level-2 19900-63200
			(Junior Technician)	
17.	<b>Section Holder Offset</b>	02	Level-9 35600-112800	-----
			(Technician Grade-I)	
18.	<b>Web Offset Machine Operator</b>	02	Level-9 35600-112800	Level-5 29200-92300
			(Senior Technician Grade-II)	s
19.	<b>Offset Machine Operator</b>	09	Level-9 35600-112800	Level-5 29200-92300
			(Senior Technician Grade-II)	
20.	<b>Offset Assistant</b>	10	Level-6 25600-81200	Level-4 25500-81100
			(Technician Grade-II)	
21.	<b>Offset Machine Attendant</b>	06	Level-3 20200-64000	Level-2 19900-63200
			(Junior Technician)	
22.	<b>Section Holder Multipurpose</b>	02	Level-9 35600-112800	-----
			(Technician Grade-I)	
23.	<b>Assistant Section Holder Multipurpose</b>	04	Level-8 29700-94100	-----
			(Technician Grade-II)	

Note :- The pay level/scale on the pattern of the 7th Central Pay Commission shall be applicable to the member of the Service recruited on or after 17.7.2020. Further, such member shall be entitled only for pay level/scale on the pattern of the 7th Central Pay Commission at the time of promotion also. Pay Level/scale of 6th Punjab Pay Commission shall not applicable to such member at the time of promotion."

**AMIT DHAKA,**  
Secretary to Government of Punjab,  
Department of Printing and Stationery.

*3435/7-2025/Pb. Govt. Press, S.A.S. Nagar*

**PART-III**

**GOVERNMENT OF PUNJAB**

DEPARTMENT OF SOCIAL SECURITY AND DEVELOPMENT OF  
WOMEN AND CHILDREN  
(SOCIAL SECURITY BRANCH)

**NOTIFICATION**

The 26th June, 2025

**No.G.S.R. 110/Const./Art.309/Amd.(1)/2025.**-In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Social Security and Development of Women and Children (Group 'C') Ministerial Service Rules, 2001, namely:-

**RULES**

1. (1) These rules may be called the Punjab Social Security and Development of Women and Children (Group C) Ministerial Service (First Amendment) Rules, 2025.  
(2) They shall be deemed to have come into force on the 17th day of July, 2020.
2. In the Punjab Social Security and Development of Women and Children (Group C) Ministerial Service, 2001, for Appendix 'A', the following Appendix shall be substituted, namely:-

**"APPENDIX 'A'**

{See rules 1(3), 3 and 5}

Serial No.	Designation of the post	Number of posts	Pay Level/ scales for the members of the Service recruited in Government Service prior to 17.07.2020 (in rupees)	Pay Level/ scales for the members of the Services recruited in Government Service on or after 17.07.2020 (in rupees)
1	2	3	4	5
1.	Junior Scale Stenographer	4	Level -7 (28900-91600)	Level -5 (29200-92300)
2.	Steno Typist	10	Level -5 (21300-67800)	Level -3 (21700-69100)

(ASAR 13, 1947 SAKA)

3	Clerk	373 (367+6 )	Level -3 (20200-64000)	Level -2 (19900-63200)
(6 posts of Clerk of PSSWB has been merged vide letter no. S-7 (ICDS)/2024/ 33943-983 dated 11.09.2024)				
4	Data Entry Operator	48 (46+2)	Level -3 (20200-64000)	Level -2 (19900-63200)
(2 post of DEO created vide notification no 3/7/2013-1SS/ 26946/1-5 dated 05.03.2013 but not considered in Restructuring dated 26.02.2021 and pending for review.				

Note : The pay level/scale on the pattern of the 7th Central Pay Commission shall be applicable to the member of the service recruited on or after 17.7.2020. Further, such member shall be entitled only for pay level/scale on the pattern of the 7th Central Pay Commission at the time of promotion also. Pay level/scale of 6th Punjab Pay Commission shall not applicable to such member at the time of promotion.”

**RAJI P. SHRIVASTAVA,**  
 Special Chief Secretary to the Government of Punjab,  
 Department of Social Security and Development of  
 Women and Children.

**PART-III**

**GOVERNMENT OF PUNJAB**

DEPARTMENT OF SOCIAL SECURITY AND DEVELOPMENT OF  
WOMEN AND CHILDREN  
(SOCIAL SECURITY BRANCH)

**NOTIFICATION**

The 26th June , 2025

**No.G.S.R. 111/Const./Art.309/Amd.(1)/2025.**-In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules, further to amend the Punjab Social Security and Development of Women and Children (Group C) Technical Service Rules, 2001, namely:-

**RULES**

1. (1) These rules may be called the Punjab Social Security and Development of Women and Children (Group C) Technical Service (First Amendment) Rules, 2025.  
(2) They shall be deemed to have come into force on the 17th day of July, 2020.
2. In the Punjab Social Security and Development of Women and Children (Group C) Technical Service Rules, 2001, for Appendix 'A', the following Appendix shall be substituted, namely:-

**"APPENDIX 'A'**

{See rules 1(3), 3 and 5}

Serial No.	Designation of the post	Number of posts	Pay Level/ scales for the members of the Service recruited in Government Service prior to 17.07.2020 (in rupees)	Pay Level/ scales for the members of the Services recruited in Government Service on or after 17.07.2020 (in rupees)
1	2	3	4	5
1.	Speech Therapist	1	Level -9 (35600-112800)	Level-5 (29200-92300)
2.	Proof Reader in Braille Press	2 (01 post for Blind)	Level -9 (35600-112800)	Level -5 (29200-92300)

(ASAR 13, 1947 SAKA)

3.	Computer Operator	1	Level -9 (35600-112800)	Level -5 (29200-92300)
4.	Instructors in Vocational and Rehabilitation Centres (VRC)	3	Level -8 (29700-94100)	Level -5 (29200-92300)
5.	Sound Recordist (Male)	1	Level -8 (29700-94100)	Level -5 (29200-92300)
6.	Weaving Instructor / Hosiery Instructor	2	Level -7 (28900-91600)	Level -5 (29200-92300)
7.	Hosiery/ Leather/Plastic Technician / Weaving Technician/ Soap Technician	5	Level -6 (25600-81200)	Level -4 (25500-81100)
8.	Machine and Embroidery Technician	3	Level -6 (25600-81200)	Level -4 (25500-81100)
9.	Craft Teacher/ Craft Instructor	4	Level -6 (25600-81200)	Level -4 (25500-81100)
10.	Driver  has been merged vide letter no. S-7 (ICDS)/2024/ 33943-983 dated 11.09.2024)	30=25+5	Level -5 (5 posts of Drivers of PSSWB (21300-67800)	Level -3 (21700-69100)

(ASAR 13, 1947 SAKA)

---

**Note : The pay level/ scale on the pattern of the 7th Central Pay Commission shall be applicable to the member of the service recruited on or after 17.7.2020. Further, such member shall be entitled only for pay level/scale on the pattern of the 7th Central Pay Commission at the time of promotion also. Pay Level/scale of 6th Punjab Pay Commission shall not applicable to such member at the time of promotion."**

**RAJI P. SHRIVASTAVA,**  
Special Chief Secretary to the Government of Punjab,  
Department of Social Security and Development of  
Women and Children.

*3435/7-2025/Pb. Govt. Press, S.A.S. Nagar*

**PART-III**

**GOVERNMENT OF PUNJAB**

DEPARTMENT OF SOCIAL SECURITY AND DEVELOPMENT OF  
WOMEN AND CHILDREN  
(SOCIAL SECURITY BRANCH)

**NOTIFICATION**

The 26th June , 2025

**No.G.S.R.112/Const./Art.309/Amd.(1)/2025.**-In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Social Security and Development of Women and Children (Group C) **Non-Ministerial** Service Rules, 2001, namely:-

**RULES**

1. (1) These rules may be called the Punjab Social Security and Development of Women and Children (Group C) **Non-Ministerial** Service (First Amendment) Rules, 2025.  
(2) They shall be deemed to have come into force on the 17th day of July, 2020.
2. In the Punjab Social Security and Development of Women and Children (Group C) **Non-Ministerial** Service Rules, 2001, for Appendix 'A' , the following Appendix shall be substituted, namely:-

**"APPENDIX 'A'**

{See rules 1(3), 3 and 5}

Serial No.	Designation of the post	Number of posts	Pay Level/ scales for the members of the Service recruited in Government Service prior to 17.07.2020 (in rupees)	Pay Level/ scales for the members of the Services recruited in Government Service on or after 17.07.2020 (in rupees)
1	2	3	4	5
1.	Master/ Mistress	17	Level -10 (38100-120400)	Level -6 (35400-112400)
2.	Language Master or Mistress	3	Level -10 (38100-120400)	Level -6 (35400-112400)

3.	D.P.E	1	Level -10 (38100-120400)	Level -6 (35400-112400)
4.	Language Master for Blind	1	Level -10 (38100-120400)	Level -6 (35400-112400)
5.	Assistant Superintendent	5	Level -9 (35600-112800)	Level -5 (29200-92300)
6.	House Master or House Mistress	2	Level -9 This post is not surrendered nor kept in restructuring 2021. So, as per Departmental rule 2001, this post is still existing.	(35600-112800) (29200-92300)
7.	Supervisor	1018 ( 989+29=1018 as 29 posts of PSSWB merged vide letter no S-7 (ICDS)/2024 /33943-983 dated 11.9.24)	Level -9 (35600-112800)	Level -5 (29200-92300)
8.	Drawing and Craft Teacher	2	Level -8 (29700-94100)	Level -5 (29200-92300)
9.	Music -cum- Dance Instructor or Music Teacher	3	Level -8 (29700-94100)	Level -5 (29200-92300)
10.	J.B.T/J.S.T/J.A.V / S.V/J.T/E.T.T Teachers	10	Level -8 (29700-94100)	Level -5 (29200-92300)
11.	Adult Education Teacher	2	Level -8 This post is not surrendered nor retained in restructuring 2021. So, as per Departmental rule 2001, this post is still existing.	(29700-94100) (29200-92300)

(ASAR 13, 1947 SAKA)

12.	P.T.I	1	Level -8 (29700-94100)	Level -5 (29200-92300)
13.	Narrator (Male)	1	Level -8 (29700-94100)	Level -5 (29200-92300)
14.	Assistant Librarian	1	Level -6 (25600-81200)	Level -4 (25500-81100)
15.	Watch & Ward	17	Level -3 (20200-64000)	Level -2 (19900-63200)
16.	General Supervisor	1	Level -3 (20200-64000)	Level -2 (19900-63200)
17.	House Keeper- cum-Store keeper	1	Level -3 (20200-64000)	Level -2 (19900-63200)
18.	Hostel Warden	2	Level -3 (20200-64000)	Level -2 (19900-63200)
19.	Rehabilitation Officer	3	Level -3 (20200-64000)	Level -2 (19900-63200)
20.	Tabla Player	1	Level -8 (29700-94100)	Level -5 (29200-92300)

**Note : The pay level/ scales on the pattern of the 7th Central Pay Commission shall be applicable to the member of the service recruited on or after 17.7.2020. Further, such members shall be entitled only for pay level/scales on the pattern of the 7th Central Pay Commission at the time of promotion also. Pay level/scales of 6th Punjab Pay Commission shall not applicable to such member at the time of promotion."**

**RAJI P. SHRIVASTAVA,**  
Special Chief Secretary to the Government of Punjab,  
Department of Social Security and Development of  
Women and Children.

**PART-III**

**GOVERNMENT OF PUNJAB**

**DEPARTMENT OF LOCAL GOVERNMENT**

**NOTIFICATION**

The 26th June, 2025

**No.G.S.R.113 /P.A.12/2024/Ss.71 and 15/2025.**-In exercise of the powers conferred by section 71 read with sub-section (1) of section 15 of the Punjab Fire and Emergency Service Act, 2024 (Punjab Act No. 12 of 2024), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules for regulating the recruitment and conditions of service of the persons appointed to the Punjab Fire and Emergency (Group-D) Service, namely: -

**RULES**

1. **Short title, commencement and application.-** (1) These rules may be called the Punjab Fire and Emergency (Group-D) Service Rules, 2025.  
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.  
(3) They shall apply to the posts specified in Appendix ‘A’.
2. **Definitions.-** (1) In these rules, unless the context otherwise requires,-
  - (i) “**Act**” means the Punjab Fire and Emergency Service Act, 2024 (Punjab Act No. 12 of 2024);
  - (ii) “**Appendix**” means an Appendix appended to these rules;
  - (iii) “**budget**” means the budget of the concerned urban local bodies reserved for the Fire and Emergency Service or any budgetary allocation by the State of Punjab or Union of India;
  - (iv) “**Director**” means the officer performing the functions of Director, Fire and Emergency Service, Punjab;
  - (v) “**Government**” means the Government of the State of Punjab in the Department of Local Government;
  - (vi) “**recognized university**” or “**recognized institution**” means,-
    - (a) any University or institution incorporated by law in any of the State of India; or

---

(b) any other University or institution which is recognized by the Government for the purpose of these rules; and

(vii) “Service” means the Punjab Fire and Emergency (Group D) Service.

(2) The words and expression used, but not defined in these rules, shall have the same meaning as, respectively, assigned to them in the Act.

3. **Number and character of posts.**-The Service shall comprise the posts specified in Appendix ‘A’:

Provided that nothing in these rules shall affect the inherent right of the Government to add or to reduce the number of such posts or to create new posts with different designations and scales of pay, whether permanently or temporarily.

4. **Appointing authority.**- All appointments to the Service shall be made by the Director.

5. **Method of appointment, qualifications and experience.**-(1) All appointments to the Service shall be made in the manner as specified in Appendix ‘B’:

Provided that if no suitable candidate is available for appointment to the Service by direct appointment, the appointment to the Service may be made by transfer of a person holding an analogous post under the State Government or any statutory institution of the Government of Punjab.

(2) No person shall be appointed to the post in the Service, unless he possesses the qualifications and experience as specified against the post in Appendix ‘B’.

(3) The Director, may in consultation with the Government, by order, from time to time, determine the method or methods of recruitment.

(4) Reservation at the time of appointment to the members of the Scheduled Castes and other categories shall be applicable to the members of the Service on the basis of instructions issued by the Government of Punjab from time to time, in this regard, and as adopted by the Director.

6. **Pay of members of the Service.**- The members of the Service shall be entitled to such scales of pay, as may be authorized by the

Government of Punjab, Department of Finance, from time to time.

The scales of pay at present, in force in respect of the members of the Service, are given in Appendix 'A'.

7. **Disqualifications.**-No person shall be eligible for appointment to any post in the Service,-

- (a) who has entered into or contracted a marriage with a person having a spouse living; or
- (b) who having a spouse living, has entered into or contracted a marriage with any person:

Provided that the appointing authority may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage, and that there are other grounds for so doing, exempt such a person from the operation of this rule.

8. **Seniority.**- The seniority inter-se of persons appointed to posts in each cadre of the Service shall be determined by the length of continuous service on such post in that cadre of the Service:

Provided that in the case of persons who join within the period specified in the order of appointment or within such period as may be extended from time to time by the appointing authority subject to a maximum of four months from the date of order of appointment, the order of merit determined by the appointing authority shall not be disturbed:

Provided further that in case a person is permitted to join the post after the expiry of the said period of four months by the appointing authority, his seniority shall be determined from the date he joins the post:

Provided further that in case any person of the next selection has joined a post in the cadre of the concerned Service before the person referred to in the preceding proviso joins, the person so referred shall be placed below all the persons of the next selection who join within the time specified in the first proviso:

Provided further that in case of two or more persons appointed on the same date, their seniority shall be determined as follows,-

---

- (a) a person appointed by direct recruitment shall be senior to a person appointed otherwise;
- (b) in the case of a person appointed by transfer, the seniority shall be determined according to the seniority of such persons in the appointments from which they were transferred; and
- (c) in the case of persons appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a person who was drawing a higher rate of pay in his previous appointment; and if the rates of pay drawn are also the same, then by their length of service in these appointments and if the length of service is also the same, an older person shall be senior to a younger person.

**Note:** Seniority of persons appointed on purely provisional basis or on ad-hoc basis shall be determined as and when they are regularly appointed keeping in view the dates of such regular appointment.

- 9. **Probation.-** (1) A person appointed to any post in the Service shall remain on probation for a period of three years, if appointed by direct recruitment and one year if appointed otherwise (or as modified by the State of Punjab from time to time):

Provided that,-

- (a) any period, after such appointment, spent on deputation on a corresponding or a higher post shall count towards the period of probation;
- (b) in the case of any appointment by transfer, any period of work on an equivalent or higher rank, prior to appointment to the Service, may in the discretion of the appointing authority, be allowed to count towards the period of probation;
- (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation; and
- (d) any kind of leave not exceeding six months, during or at the end of period of probation, shall be counted towards the period of probation.

(2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory, it may,-

---

- (a) if such person is appointed by direct recruitment, dispense with his services, or revert him to a post on which he held lien prior to his appointment to the Service by direct recruitment ; and
- (b) if such person is appointed otherwise,-
  - (i) revert him to his former post; or
  - (ii) deal with him in such other manner as the terms and conditions of his previous appointment permit.

(3) On the completion of the period of probation of a person, the appointing authority may,-

- (a) if his work and conduct has, in his opinion, been satisfactory,-
  - (i) confirm such person, from the date of his appointment or from the date he completes his period of probation satisfactorily, if he is not already confirmed; or
  - (ii) declare that he has completed his probation satisfactorily, if he is already confirmed; or
- (b) if his work or conduct has not been, in its opinion, satisfactory or if he failed to pass the departmental examination, if any, specified in the Service Rules, -
  - (i) dispense with his services if appointed by direct recruitment or if appointed otherwise revert him to his former post, or deal with him in such other manner as the terms and conditions of his previous appointment may permit ; or
  - (ii) extend his period of probation and thereafter pass such order as it could have passed on the expiry of the period of probation as specified in sub-rule (1):

Provided that the total period of probation including extension, if any, shall not exceed four years.

10. **Nationality, domicile and character of persons appointed to the Service.**- No person shall be appointed to the Service,unless,-

- (a) he is a citizen of India;
- (b) his antecedents and character have been verified before hand by reference to the Police Department; and

---

(c) he submits an affidavit to the effect that he was never convicted for any criminal offence and that he was never dismissed or removed from Service of any State Government, Government of India or any Public Sector Undertaking.

11. **Age of superannuation.**-(1) Subject to the provisions of sub-rule(2) every member of the Service shall retire from service on the afternoon of the last day of the month in which he attains the age of sixty years or as per the instructions issued or rules made by the Government of Punjab from time to time, in this regard, and as adopted by the Government :  
Provided that a member of the Service whose date of birth is the first day of a month shall retire from service on the afternoon of the last day of the preceding month.

(2) Any person appointed to the Service may, in public interest, be retired at any time after he has completed twenty years of qualifying service or as per instructions issued by the Government of Punjab, from time to time, in this regard, and as adopted by the Government or he attains the age of fifty years, whichever is earlier, by giving him a written notice of three months:  
Provided that the retirement under this sub-rule may be made effective forthwith on payment of three months' salary at the rate last drawn, in lieu of the notice period.

12. **Discipline, punishment and appeal.**- (1) In the matters of discipline, punishment and appeal, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal), Rules, 1970, as amended from time to time.  
(2) The authority empowered to impose penalties as specified in the rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority thereunder in respect of the members of the Service against an order as specified in the Punjab Civil Services (Punishment and Appeal) Rules, 1970 shall be as per Appendix 'C'.

13. **Assigning additional duties or responsibilities.**- (1) All the duties specified in the Act, shall be ipso facto applicable to the members of the Service.

---

(2) Notwithstanding anything contained in these rules, the Government or any other authority empowered in this behalf, in addition to normal duties, may assign the members of Service any kind of special duties or responsibilities to be specified from time to time in furtherance to enhance the efficiency of work.

14. **Power to relax.**-Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category or persons:

Provided that the provisions relating to educational qualifications and experience shall not be relaxed.

15. **Residuary powers.**-All matters not specifically provided for in these rules, whether incidental or ancillary to the provisions of these rules or otherwise, shall be regulated in accordance with such orders as the Director may, from time to time, make with the approval of the Government.

16. **Repeal and saving.**- The Punjab Municipal Fire Brigade Rules, 1977, in so far as they are applicable to the members of the Service, are hereby repealed:

Provided that any order issued or any action taken under the rules, so repealed, shall be deemed to have been issued or taken under the corresponding provisions of these rules.

17. **Interpretation.**-If any question arises as to the interpretation of these rules, it shall be referred to the Government whose decision thereon shall be final.

**APPENDIX-'A'****[See rules 1(3), 3 and 6]**

<b>Serial Number</b>	<b>Designation of the post</b>	<b>Number of posts</b>		<b>Scale of pay (Appointed before 17-07-2020) (in rupees)</b>	<b>Scale of pay (Appointed on or after 17-07-2020) (in rupees)</b>
		<b>Permanent</b>	<b>Total</b>		
1.	Peon	70	70	-	Pay scale as per 7 <sup>th</sup> Central Pay Commission minimum or Initial pay 18000

**Note:-Recruitees appointed on or after dated 17-07-2020 shall not be paid the scale of 6<sup>th</sup>**

**Punjab Pay Commission at the timeof their promotion.**

**APPENDIX- 'B'**

[See rule 5]

Serial number	Designation of post	Percentage of appointment by		Qualification and experience for appointment by	
		Direct appointment	Promotion	Direct appointment	Promotion
1	2	3	4	5	6
1.	Peon	Hundred percent	-	Should be at least Middle pass.	-

**APPENDIX- 'C'****[See rule 12 (2)]**

<b>Serial number</b>	<b>Designation of the post</b>	<b>Nature of Penalty/or @ Order</b>	<b>Authority empowered to impose penalty or pass order</b>	<b>Appellate authority</b>
1	2	3	4	5
1.	Peon	Minor Penalties and Major Penalties as specified in rule 5 of the Punjab Civil Services (Punishment and Appeal Rules, 1970) as amended from time to time.	Director	Government

**TEJVEER SINGH,**  
 Additional Cheif Secretary to Government of Punjab,  
 Department of Local Government.